

**System and Method for Improved Matrix  
Management of Personnel Planning Factors**

**ABSTRACT**

A system and method for improved matrix management of personnel planning factors is provided. In modern organizations using matrix management, one employee may be managed by several managers. Each employee has an employee profile data area that is used to store planning data and actual data corresponding to the employee. Planning data includes risk analysis data, compensation data, and development planning data. Actual data includes current compensation data and performance data. Managers' input regarding a common employees performance and planning factors is converted to a single performance evaluation and single set of planning factors by weighting the evaluation and factors by a percentage corresponding to each manager. Online collaboration between managers is provided to discuss employee contributions and revise planning factors and evaluations as needed. Revised data is displayed on each of the manager's systems in response to the revisions.